



EMPLOYMENT TRIBUNALS

Claimant: Mr C Handley

Respondent: Highways England Company Ltd

Heard at: Birmingham Employment Tribunal **On:** 30 July 2019

Before: Employment Judge Miller

Representation

Claimant: In person

Respondent: Mr E Beever

JUDGMENT

The judgment of the Employment Tribunal is that:-

1. The complaints of disability discrimination arising from acts on 15 June 2018 were made after the end of the period of three months starting with the date of the act to which the complaints relate but were made within such further period as the employment tribunal considered just and equitable.
2. The complaints of disability discrimination arising from acts before 15 June 2018 are not struck out. The claimant has established a reasonably arguable basis for the contention that the various complaints are either conduct extending over a period or an ongoing state of affairs.
3. The question as to whether any complaints arising from acts before 15 June 2018 comprise conduct extending over a period remains to be determined.

Employment Judge **Miller**

Date: 1 August 2019

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.